



Education services for settings, maintained schools, academies and Multi-Academy Trusts

2018-19

Contents

Introduction	4		
Highlights	5		
Improving Outcomes for Disadvantaged and Vulnerable Learners		Improving Schools and Settings	
• Prevention and Early Help	8	• Better Governor	44
Inclusion		Leadership and Governance	
• Bespoke consultancy to support school leaders in securing good outcomes for pupils with SEND	10	• School Improvement Consultancy	46
• SEND Healthcheck	11	• National Professional Qualifications	47
• Bespoke consultancy to support school leaders in securing good outcomes for disadvantaged pupils	12	• Ofsted Readiness!	48
• Pupil Premium Review	13	• School Improvement Review	49
• SENCO Leadership Development Programme	14	• An External Review of Strategies and Policies	50
• Pupil Premium/Inclusion Networking Meetings	15	• Supported Peer Review	51
• Gypsy Roma Traveller Education Team	16	• Headteacher Appraisal	52
• Early Years Inclusion Support	17	• Early Years Business Support	53
• Conference Calendar	18	• Governor Services Consultancy	54
Specialist Intervention and Support		• Governor Services Annual Subscription	55
• Autism Education Trust (AET) Programme	20	• External Review of Governance	56
• Autism/Complex Communication Needs (CCN)	21	Teaching, Learning and Assessment	
• Attachment Based Mentoring	22	• Effective Use of Assessment and Data	58
• Educational Psychology	25	• Primary Assessment Support and Moderation	59
• 'How to...' Sessions	24	• Curriculum Support for Learning	60
• Learning Support Team	25	• Curriculum Audit and Review	61
• English as an Additional Language (EAL)	26	• Subject Consultancy	62
• Medical Education Team (MET)	27	• No Nonsense Programme	63
• Hearing Impairment	28	• Coaching	64
• Hearing/ Vision Screening	29	• Newly Qualified Teacher (NQT) Induction	65
• Sensory Impairment Assessment and Reporting	30	• Early Years Foundation Stage	66
• Visual Impairment	31	• Careers Advice and Guidance	67
• Braille Competency in Education Test	32	Business Support Services	
• Multi-sensory Impairment	33	• The Key for School Leaders	68
• SEND Helpline	34	• Free School Meals Eligibility Checking Service	70
Safeguarding Children		• Finance Consultancy	71
• General Data Protection Regulation	36	• Human Resources	72
Safeguarding Schools and Settings		• DBS Service	73
• Safeguarding Audit	38	• DBS Plus	74
Welfare and Attendance		• Strategic ICT Consultancy	75
• Attendance Profile	40	• Online Safety	76
• Education Welfare	41	• ICT Solutions	77
• Year End Attendance	42	Service Information	78

Introduction

Preparing for 2018/2019

As you prepare for the next academic year you will be looking to manage challenges, experiences and opportunities. Whatever your focus for 2018/19; Ofsted inspection, safeguarding concerns or effective inclusion, Babcock Prime offers a variety of high quality, targeted services to build your capacity and improve outcomes for children and young people.

We are committed to working in partnership with schools and settings to raise standards and continually improve. Our teams will challenge and support you to ensure you achieve your vision.

Needs-led and outcomes focussed services

We offer needs-led services, responsive to the context of your school/setting and learners. The directory provides an overview of the educational services we can deliver; however, we are not limited to these solutions. We aim to understand your requirements and build a bespoke service which meets your requirements and achieves outcomes.

Trusted to deliver

Locally we have been trusted to deliver statutory services on behalf of Worcestershire County Council and accredited by the DfE to deliver national qualifications in the West Midlands region. We work in partnership with educational organisations across the country to support good practice and improve outcomes.

We provide valuable professional judgement and expertise across a wide range of service areas, giving you access to a pool of knowledge and resources which delivers the highest level of service, to effectively support your individual need.

Get in touch

If you would like to find out more about each service area, please visit our website: www.babcockprime.co.uk

To talk through your challenges and discuss your requirements, please call us on 0800 090 2255 or email us: Prime-schoolservices@babcockinternational.com

How to purchase

Our support offer is not limited to the solutions listed. Delivery and cost is based on your individual requirements. Services are purchasable in multiples of 3 hour sessions. Following consultation to discuss your requirements, the adviser will recommend the package or hours of delivery most effective to meet your needs and ensure you get the best value service.

Services can then be ordered, through our simple and secure online system e-Store:
<http://www.babcockeducationstore.co.uk/prime>

Highlights for 2018/19

Developing Leaders

As part of the Worcestershire Global Leadership Academy (WGLA), Babcock Prime is delighted to be an accredited provider of the National Professional Qualifications (NPQs).

The NPQs offer a succession pathway for school leadership.

- National Professional Qualification for Middle Leadership (NPQML)
- National Professional Qualification for Senior Leadership (NPQSL)
- National Professional Qualification for Headship (NPQH)
- National Professional Qualification for Executive Leadership (NPQEL)

To find out more about each programme and for cohort dates visit: www.babcockinternational.co.uk/NPQ

NEW for 2018/19

Look out for the 'NEW' stamp on services listed throughout the directory. These services have been developed in response to customer feedback and need.

If you do not see a service to best meet your need, then please contact us to discuss your requirements and we can advise on a bespoke solution.

Educational Psychology

Ensure the psychological and learning needs of your pupils are met.

Our team of highly skilled Educational Psychologists is now available to deliver traded services.

The team can provide effective support for challenging pupils and help your pupils reach their academic and developmental potential.

Early Bird Discount

Take advantage of a 2% discount across orders placed on e-Store until 31st March 2018 (maintained schools) and 31st July 2018 (non-maintained schools).

After these dates, products and services can continue to be purchased, at the full purchase price.



PUPIL PREMIUM SUCCESS

Undertake a Pupil Premium Review to maximise the impact of your Pupil Premium

Schools in the UK receive around £2.5bn in funding through the Pupil Premium; **£935 (Secondary)** or **£1,320 (Primary)** per child entitled to free school meals or **£1,900** for those in care.

Undertake a Pupil Premium Review

It will:

- Ensure you harness pupil premium funding and develop innovative ways to use it to deliver maximum impact
- Drive aspirational outcomes, accelerate progress and narrow the achievement gap between disadvantaged pupils and their peers
- Report effectively on the impact of pupil premium funding and activity
- At your next Ofsted inspection, help ensure a positive commentary on 'the progress made by disadvantaged pupils from their starting points' in your overall judgement

PRICE	LEVEL 1	£900
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Includes:

- Preparation for visit based on review document and data scrutiny
- Half-day (3 hours) in school focusing on key areas identified
- Report outlining strengths and areas for development

PRICE	LEVEL 2	£1,200
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Recommended for larger schools or those with more than one site.
As Level 1 but with a whole-day (6 hours) in school

Don't forget...

The Pupil Premium Review itself is an effective and legitimate use of Pupil Premium funds

To arrange a review contact:
Helen.Pretty@babcockinternational.com

Improving Outcomes for Disadvantaged and Vulnerable Learners

Prevention and Early Help	8
Inclusion	
Bespoke consultancy to support school leaders in securing good outcomes for pupils with SEND	10
SEND Healthcheck	11
Bespoke consultancy to support school leaders in securing good outcomes for disadvantaged pupils	12
Pupil Premium Review	13
SENCO Leadership Development Programme	14
Pupil Premium/Inclusion Network Meetings	15
Gypsy Roma Traveller Education Team	16
Early Years Support and Inclusion	17
Specialist Intervention and Support	
Autism Education Trust (AET) Programme	20
Autism/Complex Communication Needs (CCN)	21
Attachment Based Mentoring	22
Educational Psychology	23
'How to...' Sessions	24
Learning Support Team	25
English as an Additional Language (EAL)	26
Medical Education Team (MET)	27
Hearing Impairment	28
Hearing/Vision Screening	29
Sensory Impairment Assessment and Reporting	30
Visual Impairment	31
Braille Competency in Education Test	32
Multi-sensory Impairment	33
SEND HELPLine	34

Prevention and Early Help



Prevention and Early Help is about identifying children and young people with additional needs at an early stage and responding dynamically and effectively to meet these needs and build resilience to reduce future needs.

Many of our specialist intervention services provide help in the critical early years of a child's life, when the fundamental building blocks of future development are laid.

We work with children/young people, families, schools and other agencies to address problems before they get worse.

Our services are tailored to meet individual need. We provide practical support, training and targeted strategies across all key stages of education to accelerate progress and remove barriers to learning.

- Support schools with appropriate policy and practice advice regarding vulnerable pupils
- Help schools identify children and young people with additional needs
- Support transition between key stages.
- Supporting school staff to meet the needs of children and young people, through consultation, advice, coaching and training

Inclusion



Bespoke consultancy to support school leaders in securing good outcomes for pupils with SEND

Developing the leadership of SEND/Inclusion through consultancy and/or conducting a whole school needs audit to improve provision in order to accelerate progress and improve outcomes for the most vulnerable pupils in your school/setting.

We are able to create tailored packages according to your school's individual requirements. Activities may include:

- Embedding a clear graduated approach to meeting SEN and disabilities
- Analysing and using data to target interventions and determine the impact of provision on learner progress and outcomes
- Developing effective provision management systems for mapping and evaluating the quality and impact of provision in place
- Curriculum support: the development of creative and meaningfully differentiated learning
- Preparation for Ofsted inspection
- SENCo development and support (this can include leadership development, effective provision development and target setting, monitoring impact and outcomes, role of the SENCo, communicating with parents and services, leading effective meetings)
- Support and guidance in relation to statutory website compliance
- Developing the role of the SEN Governor
- Effective development of support staff
- Reviewing the effectiveness of policies, procedures and statutory duties for pupils with SEND
- Programmes of bespoke training for whole staff, groups or individuals

Benefits

- Develop rigorous monitoring processes to effectively evaluate the quality of provision
- Improve outcomes for pupils with SEND

Costs

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3 hour sessions can be purchased to achieve delivery.

£300 (3hrs)

Contact

Helen.Pretty@babcockinternational.com

SEND Healthcheck

NEW

The SEND Healthcheck will support accurate school self-evaluation and develop leadership capacity in SEN and Inclusion within your school. It will provide evidence to support inspection and identify priorities for improving outcomes for pupils with SEND.

SEND Healthchecks are a two-day package; they consist of a rigorous review of the setting's SEND Policy, practice and provision and are personalised to the school's requirements. Typical activities include:

- A review of whole school provision, organised in consultation with SLT, based on agreed objectives, joint activities and clear evaluation
- A learning walk/lesson observations/work scrutiny/learner discussions
- Analysis and evaluation of school data to determine the impact of provision on learner progress and outcomes
- A review of the SEND Information Report and key policies
- Providing recommendations to ensure that all learners make at least expected progress and that attainment gaps are narrowed between different groups
- 1:1 consultancy with SENCo/Inclusion lead
- Developing provision management systems for mapping and evaluating the quality and impact of provision in place
- Discussions with headteachers, staff, pupils and governors as agreed.

The outcomes of this meeting can be used by the school to prioritise areas for SEND development which could be included in the school's self-evaluation audit and school improvement plan.

Bespoke consultancy is also available to support school leaders in securing good outcomes for pupils with SEND.

Benefits

This well-focused programme provides a powerful opportunity for:

- Improving quality of provision to support SEN
- Incorporating a whole-school approach to SEN
- Supporting SENCOs in the development of their role
- Ensuring the school's SEN statutory obligations are met

Costs

Level 1: **£1,200** (12 hour package)

Contact

Helen.Pretty@babcockinternational.com

Bespoke consultancy to support school leaders in securing good outcomes for disadvantaged pupils

NEW

Our team can provide a wide range of specialist guidance, support and professional challenge in order to develop individual and whole school provision to secure improvement and support the attainment of disadvantaged pupils.

The needs of schools vary significantly so our team is able to create tailored packages according to your individual requirements. Activities can include:

- A review of whole school provision, organised in collaboration with SLT, based on agreed objectives and clear evaluation
- Joint monitoring activities such as learning walks, lesson observations, work scrutiny, learner discussions
- Analysis and evaluation of school data to determine the impact of provision on learner progress and wider outcomes
- A review of key policy documentation
- Providing exemplar templates, tools and materials
- Bespoke consultancy with a range of school leaders, including Governors
- Developing provision management systems to effectively map and evaluate the quality and impact of provision in place
- Training for whole staff, groups or individuals
- Providing recommendations to ensure that all learners make at least expected progress and that attainment gaps are narrowed between different groups
- Support and guidance in relation to statutory website compliance
- Support and guidance in constructing an effective Pupil Premium Strategy

Benefits

- External advice and challenge contributes to school evaluation and development planning
- Supports the improvement of high quality inclusive teaching
- Promotes a whole-school approach to meeting individual learner needs
- Supports leaders in the development of their strategic role
- Ensures school compliance with statutory requirements

Costs

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3 hour sessions can be purchased to achieve delivery.

£300 (3hrs)

Contact

Helen.Pretty@babcockinternational.com

Pupil Premium Review

The purpose of the Pupil Premium Review is to ensure your school's Pupil Premium strategy is effective and help you explore a range of approaches to accelerate the progress of disadvantaged pupils.

The structure and focus of the Pupil Premium Review can be tailored according to a school's individual needs but will generally include:

- Review/evaluation of existing provision with a focus on data and learner outcomes
- Exploring a range of approaches to support the progress of disadvantaged pupils
- Identification of key strategies and effective interventions that help to 'diminish the differences' between disadvantaged learners and their peers
- Identification of staff training needs
- Support to effectively report on the impact of pupil premium funding and provision
- Guidance and support to improve your school's pupil premium strategy

Level 1 (9hrs) includes:

- Preparation for visit involving scrutiny of Pupil Premium documentation and assessment data
- Half-day (3 hours) in school focusing on key areas identified
- Written report with clearly defined strengths and recommendations for development

Level 2 (12hrs):

As Level 1 but with a whole-day (6 hours) in school.

Benefits

- Identification of strengths and areas for improvement
- Ensuring Pupil Premium funding is used effectively to raise attainment and accelerate progress for disadvantaged pupils
- Improving practice through interpreting data, evaluating impact, raising expectations through quality first teaching and targeted interventions
- Supporting schools to meet DfE requirements in publishing an effective Pupil Premium Strategy
- Ensuring a positive commentary on the educational and wider outcomes of eligible pupils

Costs

Level 1: £900

Level 2: £1,200

Contact

Helen.Pretty@babcockinternational.com



**PUPIL PREMIUM
SUCCESS**

Don't forget the Pupil Premium Review itself is an effective and legitimate use of pupil premium funds

SENCO Leadership Development Programme

NEW



Our leadership programme has been designed and developed around the SEN Code of Practice to ensure schools are meeting their statutory duties and that support for pupils with SEND is highly effective.

This programme will equip participants with skills to develop a more strategic approach to leading SEND and enable participants to reflect on current practices to identify how approaches can be adapted to greater influence other key staff in the school to further develop a wholly inclusive culture.

This programme has been designed to support SENCOs/ Inclusion Leaders in their role, to gain:

- a better understanding of their leadership role and influence across the whole school
- leadership confidence, knowledge and skills in order to engage more effectively with middle and senior leader colleagues
- access to a range of practical tools and approaches to record, monitor and evaluate the impact of provision on pupil outcomes
- an understanding of how the SENCO can support the school to address the local and national agenda to ensure no child is left behind

Contact

To register your interest in the SENCO Leadership Programme, contact Helen Pretty:

Helen.Pretty@babcockinternational.com

Pupil Premium Network Meetings Inclusion Network Meetings

Termly half-day network meetings bring together SENCos, Inclusion Leaders and Pupil Premium Champions to deliver National/Local updates and provide opportunities for schools to share effective practice. Delegates are encouraged to present evidenced based support strategies, share challenges faced by their school and their learners and identify common themes to address.

Network meetings focus on the following aspects:

- Providing the latest National/Local legislation, information and updates
- Responding to learner needs and provide solution focussed strategies
- Sharing exemplar templates, tools and materials
- Opportunities to discuss and showcase an effective practice including impact on educational and wider outcomes
- Inviting a range of wider support services and agencies to provide specific and specialist support and guidance
- Encouraging delegates to develop partnership working and provide peer to peer support and challenge
- Information in relation to wider CPD opportunities and developments within Babcock Education
- Providing meaningful opportunities for networking with leaders from other schools/settings

Benefits

- Enhance the quality of provision and support better outcomes for pupils

Costs

Delegate price from **£41** (subject to booking conditions)

Dates for the Pupil Premium Network Meetings and the Inclusion Network Meetings can be found online at: <https://cpd.babcockprime.co.uk/cpd/>

Contact

Helen.Pretty@babcockinternational.com

Gypsy Roma Traveller Education Team

To improve attendance, achievement and lifelong outcomes for Gypsy Roma Traveller pupils, the Gypsy Roma Traveller Education Team works in partnership with schools, families, young people and professional organisations to remove barriers to education.

A bespoke service is available to ensure Gypsy Roma Traveller children and young people have access to education which is appropriate to their individual needs and culture and to increase pupil engagement.

- School/home liaison
- Tailor made cultural awareness training
- Assemblies
- Culturally specific art/curriculum based workshops
- CREW delivery, where appropriate
- Early Help support – previously CAF support
- Social Care liaison and support
- Introductions to families for professionals as required
- Support service workers with families
- Consultation on cultural identity
- Offer of accredited alternative curriculum packages e.g. ASDAN
- Directed worker school support, where appropriate
- Community Projects that increase socialisation and inclusion, which have a local and national impact
- GRT resources loans
- Information of forthcoming cultural events
- Attendance guidance and advice
- Family support for school issues including admissions, exclusions, appeals and SEND guidance
- Updates in policy both local and from national government annually

Benefits

- Increased emotional wellbeing in pupil, ability to engage in learning.
- Promotes active involvement of parents
- Develop inclusive values and practices which are shared by learners/ staff, Governors/parents and communities
- Improved outcomes and close the gap for GRT learners
- Demonstrate commitment to vulnerable learners to GRT community and OFSTED
- Improve access, engagement and participation

“This service is admired nationally and has received acclaim for the work they do in Worcestershire (they) have the potential to be national leaders in GRT issues.”
Richard O’Neill

Costs

Level 1: Access telephone, email and online advice and resources - **£306**

Level 2*: As Level 1 plus up to a maximum of 18 hours per year bespoke support - **£918**

Level 3*: As Level 1 plus up to a maximum of 36 hours per year bespoke support - **£1,836**

*Levels 2 and 3 are delivered by Early Intervention Targeted Youth Workers

Bespoke Consultancy

Purchase time when required to create a bespoke package of support. Subject to service availability. A named adviser cannot be guaranteed. Multiple packages can be purchased to achieve required service level.

- Youth Worker led support: **£153** (3 hrs)
- Teacher led consultancy: **£230** (3 hrs)

Contact

Kay.Poole@babcockinternational.com

Early Years Support and Inclusion

Enhance the quality of teaching and learning of children with SEND in your early years setting with the support of our bespoke consultancy, training and advice service.

- Supporting early identification and intervention
- Observations and planning for children with SEND
- Advice on role of Special Educational Needs Coordinator (SENCo)
- Guidance on Individual Support/Educational Plans and Provision Maps
- Visual aids and strategies
- Strategies to support specific areas of development
- Behaviour management for children with SEND
- Support with liaison with parents for consistency of approach
- Guidance on SEND policies required within early years settings
- Support with and signposting to a range of professionals and specialist agencies
- Advice on providing quality transition support

The Early Years Inclusion Team provides a wide range of high quality training in matters relating to inclusion. Visit CPD online for scheduled dates and to book your place: <https://cpd.babcockprime.co.uk/cpd/>

Inclusion training can also be purchased as in-house training, which provides practitioners with the opportunity to train all staff to fully embed the learning in your setting's day to day practice.

Benefits

- Effective leadership and management
- Enhanced quality of provision
- Confident staff
- Meet the requirements of the Ofsted framework
- Enhance quality of provision
- Raised attainment
- Improved outcomes for children

Costs

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3 hour sessions can be purchased to achieve delivery.

£255 (3hrs) for EY school settings (including independent schools)

Contact

Rebecca.White@babcockinternational.com

Plan and
book
your CPD
today!

Conferences and Masterclasses

Our range of conferences and masterclasses cover a range of topics to innovate and improve outcomes in schools and settings

Spring Term 2018

Securing Greater Depth in Learning Conference

Tuesday 23rd January 2018 | Sixways Stadium, Worcester | 09:30 - 15:30
Conference price: **£205+VAT**

Annual Primary and Secondary NQT Conference with Jonathan Lear – Delivering Excellence in the Classroom

Wednesday 24th January 2018 | Worcestershire Wildlife Trust, Lower Smite | 09:00 - 15:30
With NQT SLA discounted price: **£90+VAT**, Non SLA price: **£205+VAT**

Mental Health Masterclass with Natasha Devon MBE

Tuesday 6th February 2018 | Sixways Stadium, Worcester | 09:30 - 12:45
Masterclass price: **£119+VAT**

Primary English Masterclass with Debra Myhill

Friday 9th February 2018 | Sixways Stadium, Worcester | 09:00 - 12:30
Masterclass price: **£119+VAT**

Behaviour Masterclass with Jarlath O'Brien

Wednesday 14th February 2018 | Sixways Stadium, Worcester | 09:00 - 12:45
Early Bird price: **£99+VAT** (until 12/01/18). Full Masterclass price: **£119+VAT**

Safeguarding Masterclass: Social Media: Friend or Foe

Tuesday 13th March 2018 | Sixways Stadium, Worcester | 09:00 - 12:45
Masterclass price: is **£119+VAT**

Autism Masterclass with Dean Beadle

Wednesday 21st March 2018 | Sixways Stadium, Worcester | 09:00 - 12:30
Masterclass price: **£119+VAT**

Summer Term 2018

ICT Masterclass with ICT Evangelist Mark Anderson

Thursday 19th April 2018 | Sixways Stadium, Worcester | 09:00 - 12:30
Early Bird Price - **£99+VAT**. (until 15/01/18), Full Masterclass price: **£119+VAT**

Leadership Masterclass with Andy Buck: Making the Biggest Impact on Pupil Outcomes

Wednesday 16th May 2018 | Sixways Stadium, Worcester | 09:00 - 12:15
Early Bird price: **£99+VAT** (until 15/01/18). Full Masterclass price: **£119+VAT**

Assessment Masterclass with Daisy Christodoulou

Tuesday 19th June 2018 | Sixways Stadium, Worcester
Early Bird price: **£99+VAT** (until 30/01/18). Full Masterclass price: **£119+VAT**

Coming Soon

Maths Masterclass

Virtual School's Looked After Children Conference

For further details on our scheduled CPD events, visit: www.babcockprime.co.uk/conferences
or contact the Training and Conferences Team:
conferences@babcockinternational.com
01905 678179

Specialist Intervention and Support



Autism Education Trust (AET) Programme



Tier 1: Making sense of autism

Audience: Early Years and School Age

90 minutes – Basic autism awareness training for all staff, whether or not they work directly with children with autism. The training will:

- Develop an understanding of what autism is and how it impacts on learning and play.
- Develop an ability to identify the key areas to help children build positive relationships with staff and their peers.
- Develop an understanding of the impact of sensory differences on learning and emotional state
- Interview preparation and support

1-25 delegates **£383** / 26-50 delegates **£561**

Extending and enhancing good autism practice

Audience: School Age

1 day – Deepens delegates' understanding, including theories of autism. Advancing skills in developing and applying strategies to facilitate progress and achievement. The training will:

- Deepen delegates' understanding of autism (building on training from Tier 2) and ways in which they can support pupil engagement.
- Advance skills in developing and applying strategies to facilitate progress and achievement.
- Enable practitioners to explore theories of autism and consider implications for practice.
- Enable practitioners to reflect on their practice and share their enhanced knowledge more widely across their organisation

1-25 delegates **£1,275** / 26-50 delegates **£2,040**

Delivered by the highly experienced Babcock Prime Autism/Complex Communication Needs team, the AET programme offers face to face training for all professionals working in early years and school settings.

Along with our central venue training provision we offer in-house training to support your school or setting in meeting the needs of children and young people on the autism spectrum. The AET programme will form an essential part of your continuing professional development.

Tier 2: Good autism practice

Audience: Early Years and School Age

1 day – Practical knowledge, hands-on tools and techniques for all staff working directly with children and young people on the autism spectrum. The training will:

- Develop skills and knowledge to enable practitioners to understand and work successfully with children on the autism spectrum.
- Provide practical knowledge, hands on tools and techniques for all staff working directly with children on the autism spectrum/social communication difficulties

For early years, this training will introduce practitioners to the early years competency framework to evaluate and develop how they work.

1-25 delegates **£1,275** / 26-50 delegates **£2,040**

Complex needs and participation

Audience: School Age. (Practitioners should have completed Tier 2)

1 day – Focused training for staff in a specialist provision to support a pupil with complex needs and aid participation (including development of their personal or EHC plan). The training will:

- Deepen delegates' understanding of autism (building on training from Tier 2) and ways in which they can support pupil participation and engagement.
- Enable practitioners to extend their understanding of autism in relation to complex needs.
- Enable practitioners to explore theories of autism and consider implications for practice.
- Provide practical strategies to support practitioners as they develop their knowledge, skills and understanding of effective autism practice.
- Enable practitioners to reflect on and evaluate their own practice and share their enhanced knowledge more widely across their organisation

1-25 delegates **£1,275** / 26-50 delegates **£2,040**

Contact

Find out more about each AET programme:
www.babcockprime.co.uk/aet

or email:

Karen.Broderick@babcockinternational.com

Autism/Complex Communication Needs (CCN)

Support and advice to help learners with autism or complex communication needs to achieve their full potential. Building the capacity of your school/setting to meet the individual needs of children and young people from Early Years to F/HE.

Autism/CCN and Communication and Interaction

- Delivery of individualised LEGO®-based therapy
- Modelling good autism practice to promote the development of communication and interaction
- Delivery of bespoke Social Communication Groups
- Peer Awareness Work
- Support for development of lunchtime and after school clubs
- Transition preparation sessions with a pupil/group of pupils and creating individualised transition plans
- Interview preparation and support

Autism/CCN and Cognition and Learning

- Identification of strengths, learning barriers and strategies to reduce those barriers
- Identification of transition needs
- Revision and exam skills
- Advice on differentiation of the curriculum
- Development of individualised resources and hands-on support to model their use
- Support to develop and evaluate individual targets
- Support to develop planning and organisation skills
- Revision and exam technique sessions for pupils
- Autism-specific support to develop skills in core subject areas
- Interventions to develop literacy inference skills
- Year 11 assessments for FE
- Year 13 assessments for pupils applying for the 'Disabled Student's Allowance' for Higher Education

Autism/CCN and Social, Mental and Emotional Health

- Re-integration plan and support to aid pupil's return to school after absence – work in the home and at school
- Delivery of an individualised Homunculi approach
- Delivery of Emotional Literacy sessions
- Pupil Mentoring
- Delivery of Diagnosis awareness sessions – for the individual and peers
- Bespoke anxiety management intervention for pupils
- Assessing and monitoring emotional health and wellbeing
- Setting learning goals and measuring progress using the AET Progression Framework

Autism/CCN and Sensory and/or Physical

- Autism/sensory awareness and understanding for the learner
- Sensory audits of the environment and young person
- Delivery of programmes to support individualised sensory needs

Autism/CCN and Other

- Parent workshops – a range of bespoke autism related topics
- Drop in service for parents and/or staff
- Supported completion of 'Family Conversation' and 'My Views'
- Creation of a Pupil Profile to enable staff to understand individual needs and approaches.
- Implementation of the AET Autism Standards

Costs

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3 hour sessions can be purchased to achieve delivery.

£230 (3 hrs)

Package 1 (114hrs): **£7,650** (saving £1,090)

Package 2 (57hrs): **£3,825** (saving £545)

Contact

Karen.Broderick@babcockinternational.com

Attachment Based Mentoring

A relational approach to learning, development and well-being

It is widely recognised that vulnerable children struggle to access learning and experience success at school. With interventions purely designed to move them on with learning, they often have difficulty engaging and making progress.

Perhaps something else is needed?

Attachment based mentoring is a relational, child centred and holistic approach to supporting our most vulnerable children.

Drawing on theories and research from the fields of attachment, coaching and resilience, it is a comprehensive practical guide as to what to do and how to be to ensure that the individual needs of each child are met.

The approach aims to enable children to feel safe, connected, and capable – forming positive relationships and enjoying learning.

Why choose this training?

- Understand the needs of all children including the most vulnerable and how they can find it difficult to engage with learning
- Learn how to become the child's significant adult
- Meet attachment needs by considering the mentoring relationship
- Develop solution focused coaching and mentoring skills
- Consider the wider role of the mentor in terms of social learning, advocacy and practical support

Course programme

- Day 1 Attachment and Relationships
Being the significant adult**
Providing a relationship for the child within which they experience protection, connection understanding and care
- Day 2 Development
Being the coach**
Using solution focused coaching skills to support the child to identify skills and strengths and work towards what they would like to achieve.
- Day 3 Practical support and skill development
Being the parent in school**
Providing support which ensures the child is fully included in all aspects of school life.
- Supervision session**
An opportunity to ask questions, share good practice and problem solve.

Find out more:
www.babcockprime.co.uk/attachment-based-mentoring

Educational Psychology

NEW

The Educational Psychology team is available to provide support to ensure the psychological and learning needs of your pupils are met. We can work with you to promote positive emotional health and wellbeing, provide effective support for challenging pupils and help children and young people reach their academic and developmental potential.

Support from Educational Psychology is flexible and responsive to your needs. We work in a way which will help you find solutions to key issues you may be facing and build your school capacity to meet your pupils' needs in the longer term.

Work with children and young people

- Gathering and representing views
- Individual and group therapeutic support
- Individual assessment
- Consultation and advice
- Direct individual work to support access to the curriculum

Strategic whole-school work

- Action research
- Behaviour and inclusion audits
- Supervision
- Stress management for staff
- Team building
- Collaborative problem-solving
- Coaching

Work with parents/carers and staff from other agencies

- Mediation
- Support for transition
- Signposting and liaison
- Solution focused consultation
- Workshops and support groups
- Specialist interventions using Video Interaction Guidance
- Attachment based interventions

High quality, bespoke training and whole-school/ staff development

This support can be delivered to individuals, small groups or to whole staff teams. Areas of expertise include:

- Learning difficulties
- Low-incidence difficulties
- Loss and bereavement
- Behaviour management
- Emotional wellbeing/mental health
- Social and emotional development
- Adverse childhood experiences and trauma
- Social communication difficulties and Autism
- Speech and language development

The Educational Psychology Service also provides central training for schools.

The activities and areas of expertise listed are not exclusive and any school wishing to discuss their bespoke needs should contact the service to discuss the support available.

Benefits

Support from Educational Psychology can result in:

- Increased understanding of pupil needs including the most vulnerable and complex
- Effective inclusion of pupils in their local schools
- Better relationships and joint working between schools and parents
- Increased effectiveness and consistency of pupil support and interventions
- Better learning, social and emotional well-being outcomes for pupils
- Reduced staff and parental stress levels
- Positive transitions between phases and stages of education

Costs

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3 hour sessions can be purchased to achieve delivery.

£255 (3 hrs)

Contact

PrimeEPSAdminsouth@babcockinternational.com

‘How to...’

A series of focused training sessions to support SEND inclusive practice

NEW



Training courses offered across all phases to support pupils with SEN include:

How to...

- use Numicon to help pupils with SEN
- use ICT to enable learning
- spot and support memory difficulties in the classroom
- help learners help themselves
- support pupils with SEN – an introduction for NQTs
- support the communication skills of pupils with social, emotional or behavioural difficulties
- use multisensory activities to develop spelling skills
- support learners with gross and fine motor difficulties
- identify phonological difficulties and implement support strategies in Early Years

“Lots of relevant information/strategies”

“Very inclusive and relaxed style”

“Thoroughly enjoyed it”

“Found this training extremely useful and look forward to implementing it”

Contact

To find out more or register your interest for ‘How to...’ sessions, please contact the Learning Support Team (LST)

01905 678145 or speak directly to your LST Teacher

Learning Support Team

Enhance the capacity of your school or setting to meet the needs of children and young people with a range of learning needs, through specialist advice, interventions, assessment and training.

Support for schools in delivering the graduated response in all 4 areas of need in the Code of Practice.

Communication and Interaction

- Identification and assessment of pupils with language delay
- Targeted classroom strategies to support language and communication difficulties in the classroom
- Support with interventions to develop expressive and receptive language skills
- Bespoke training packages tailored to schools' needs
- Assessment and advice for EAL learners with SEN
- Communication friendly environment audits and training

Physical and Sensory

- Movement assessments leading to advice regarding suitable interventions and classroom strategies
- Supporting schools to use the Dyspraxia Pathway effectively
- Advice, modelling and demonstration of a range of fine/ gross motor and handwriting interventions and resources

Cognition and Learning

- Support for schools to meet the needs of pupils with a range of learning difficulties impacting on the development of literacy and numeracy skills
- Full diagnostic assessment report including standardised tests, targets and strategies
- Brief assessment and report with a specific focus
- Modelling strategies and approaches
- Advice and support to enable schools to use a range of ICT solutions to minimise barriers to learning
- Monitoring and evaluation of the effectiveness of provision
- 1:1 tuition or small group teaching
- Cognitive assessments
- Standardised testing to support application for Access Arrangements
- Access to qualified specialist teachers to contribute to the dyslexia decision making process in line with the current Worcestershire Dyslexia Pathway

Social, Emotional and Mental Health

This support can be delivered to individuals, small groups or to whole staff teams. Areas of expertise include:

- Identification of underlying learning difficulties which may impact on pupils' social and emotional development
- Recommendations to enable practitioners to minimise the impact of learning difficulties on emotional health and wellbeing
- Support to use 'Emotional Logic' to develop resilience

Support is delivered in half day sessions. A named specialist teacher is allocated to each school or setting

Schools purchasing the **'Every Week'** package will be allocated a named teacher to work with them for 6 hours a week for 32 weeks of the year.

Benefits

- Vulnerable pupils make progress and the gap is narrowed
Following LST intervention schools report that:
 - 94% of SEN pupils make progress
 - In reading the percentage of SEN pupils working significantly below age related expectations was reduced from 53% to 25%
 - 96% of LAC pupils make progress
 - In reading 100% of LAC pupils made progress.
 - The % of LAC pupils working at age related expectations increased from 0% to 19%
- Improved access to the curriculum through the promotion of inclusive practices
- Pupils' emotional health and well-being is enhanced when their learning needs are identified and addressed effectively
- Inappropriate behaviours stemming from previously unidentified or unmet learning needs are reduced

Costs

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3 hour sessions can be purchased to achieve delivery.

£230 (3hrs)

'Every Week' package (32 weeks) for **£13,950**

Small school package (18hrs, NOR<100) : **£1,350**

Contact

Patsy.Bowdige@babcockinternational.com
Marguerite.Watt@babcockinternational.com

English as an Additional Language



Support for pupils learning with English as an Additional Language (EAL)

An EAL service is available to non-maintained and out-of-county schools to build the capacity of schools to improve outcomes for EAL learners. Support available from the EAL service includes:

- A bespoke consultancy service to follow up an initial enquiry
- An annual network conference and a range of training workshops for EAL coordinators, NQTs, class teachers and parents
- EAL audit/health check followed up with help and advice to make your school inclusive and EAL friendly
- Fast response visit and toolkit for new arrivals
- Assessment guidance and tools
- Resource loans

For free initial advice and guidance contact the EAL helpline, call: 01905 678145 or email: Prime-EAL@babcockinternational.com
Free online resources are available to all schools via the Babcock Prime website: www.babcockinternational.co.uk/eal

Contact

For further information contact:
Prime-EAL@babcockinternational.com or call
01905 678145

The EAL service is commissioned by Worcestershire Schools Forum. Costs for Worcestershire maintained schools are met from de-delegated funding and no purchase is required.

Medical Education Team



The Medical Education Team (MET) discharges the duty of the Local Authority in ensuring that arrangements are in place for learners, who are unable to attend school because of their medical needs, to have appropriate and ongoing access to education whilst remaining on the roll of their school.

We recognise that all learners are entitled to an education of high quality and are committed to ensuring that the needs of this vulnerable group of learners are met.

Support offer:

- Advice to schools on the procedures to be followed when a learner is absent from school as a result of medical needs
- Education from the fifteenth day of absence from school (consecutive or cumulative) or from the first day when illness is recurrent/prolonged
- A range of educational provision tailored to the individual needs of each learner and detailed in Personal Education Plans. This can include progression and access to GCSE exams

- Regular monitoring and evaluation of learner progress both academically and emotionally
- Tuition in a range of settings if professionals involved with the CYP and the MET agree this is appropriate to meet need
- Reintegration planning and support as appropriate
- Close liaison with school based and external partner agencies/professionals – including CAMHS and other health professionals

Recoupment of 80% of the weekly AWPU will apply whilst the pupil is taught by the MET. If the pupil is in receipt of pupil premium a request to access some of this funding to support an individual pupil's needs may be made.

This service to schools can be engaged by completion of the specialist teaching referral form and the provision of appropriate medical evidence.

Visit: www.babcockprime.co.uk/MET for a referral form

Hearing Impairment

A bespoke time-based support service is provided to schools and settings to offer practical support and targeted strategies, using National Sensory Impairment Partnership (NatSIP) criteria, to deliver services in order to close the gap between deaf children and their peers and remove barriers to learning for children and young people (0-25 years).

The hearing impairment team offers support from Teachers of the Deaf, Educational Audiologists and Specialist Teaching Assistants. All have extensive experience of working with hearing impaired children and young people and their families with a range of communication methods (including sign language) to overcome barriers to learning.

Specialised skills

- Assessment and management of hearing loss including children with additional needs in special school settings
- Quality assurance of amplification systems (radio aids, sound field systems and hearing aids) including reviewing effectiveness of aided hearing
- Acoustic surveys of listening environments and recommendations
- Auditory Processing Disorder (APD) – advice, training and management
- Access and exam arrangements for hearing impaired children in independent schools
- Specialist communication methods – support package
- Aetiology of hearing loss/measurement of hearing/descriptors of hearing loss
- Specialist knowledge to support in further and higher education.

Strategic Advice

- ICT advice for inclusion
- Input into writing of fire evacuation plans
- Risk assessment advice for trips and off site activities

Curriculum Advice

- Delivery of peer awareness across whole school
- Delivery of communication package across whole school

Training

- Staff training on the impact of a mild hearing loss on learning

Transition Advice

- Best practice transition advice for vulnerable groups

Examples of support:

- **Auditory Processing Disorder (APD) Package**
Assess the needs of pupil diagnosed with APD, on-site training for staff and/or effective support plans for learners with APD. from **£408**
- **Acoustic Survey**
Check accessibility for learners with mild sensory impairment. Report and recommendations to ensure your school/setting is Single Equality Act Compliant (purchase 2x 3 hours) – **£408**
- **Emotional Health and Wellbeing training and support**
1 hour per week (12 weeks) during term time (to include one-to-one counselling, group work and staff development). Provision of advice and guidance to ensure the psychological needs of sensory impaired learners are met (purchase 4 x 3 hours) – **£816**

Costs

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3 hour sessions can be purchased to achieve delivery.

£204 (3 hrs)

Contact

Melissa.Boxall@babcockinternational.com

Hearing / Vision Screening

NEW

Functional vision and hearing screening undertaken in the school environment by specialist educational professionals. We test whole year groups, identified cohorts and individuals, to suit your requirements.

Assessment by a qualified educational audiologist and/or specialist teachers of visual and hearing impairments, to check levels of functional vision or hearing in the school environment. School will receive details of assessments of each pupil screened and any identified issues will be followed up with a referral to health and an initial advisory report. Testing in school offers the opportunity for all pupils to be screened for difficulties with near or distance viewing and hearing.

Benefits

- Quick identification of visual or hearing issues in school setting
- Immediate feedback to school staff with educational advice from qualified teachers
- Referral to health colleagues
- Ongoing support from specialist teachers as appropriate

“Once Reception staff received your reports it allowed them to action SALT referrals or signpost parents to other support agencies.”

SENCO

Costs

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3 hour sessions can be purchased to achieve delivery.

£200 (3hrs)

Contact

Melissa.Boxall@babcockinternational.com

Sensory Impairment Assessment and Reporting

NEW

A specialist teacher (VI, HI or MSI) will make a short assessment visit and produce a one page recommendations report.

Suitable for children and young people (CYP) with mild, low-impact losses only.

1 ½ hours of support from a Specialist Teacher, to include: one hour of in-school assessment, observation and feedback plus 1/2 hour for a one-page short summary report, briefly detailing levels of hearing/ vision, recommendations and exams arrangements where appropriate.

- Low-cost, brief assessment of vision and/or hearing for pupils with mild, low-impact losses
- Advice from Specialist Teachers on educational provision
- Examinations recommendations updated annually as appropriate by qualified professionals

Settings who have already purchased specialist support can add extra time in smaller amounts, allowing greater flexibility. Can also be purchased as an “add-on” to existing sensory impairment consultancy, for additional time required for further assessment and reporting , CYP will receive the full 1 ½ hours’ support in the setting.

This is suitable for pupils with mild, low impact losses who are not currently receiving commissioned support, or as an “add-on” to existing support.

Benefits

- Raised outcomes for pupils with sensory impairments from service with a proven, successful track record
- Settings are compliant with Equality Act – making reasonable adjustments

Costs

£110

Contact

Melissa.Boxall@babcockinternational.com

Visual Impairment

A bespoke time-based support service is provided to schools and settings to offer practical support and targeted strategies, using National Sensory Impairment Partnership (NatSIP) criteria, to deliver services in order to close the gap between visually impaired children and their peers and remove barriers to learning for children and young people (0-25 years) with diagnosed visual impairments.

The Visual Impairment team offers support from teachers with mandatory specialist qualifications in visual impairment, skilled Teaching Assistants, Educational Audiologists and a qualified Paediatric Mobility Specialist.

Specialised Assessment and Reporting

- Assessment and support of learners with low level or suspected visual difficulties to close the gap between their attainment and that of their peers
- SEN Audit – Detailed accessibility audits of the school environment, ensuring best practice and preparedness for teaching vulnerable groups
- Functional vision screening of children with suspected visual difficulties
- Examinations access arrangements screening and evidence reports
- Emotional health and wellbeing support

Strategic Advice

- ICT advice for inclusion
- Input into writing of fire evacuation plans
- Risk assessment advice for trips and off site activities

Transition

- Best practice transition advice for vulnerable groups

Curriculum Advice

- Delivery of peer awareness across whole schools
- Delivery of curriculum units such as “senses”, SEAL and citizenship with resources and support for teaching staff

Training

- Emotional health and wellbeing training

Examples of support:

- **Braille course**
Attendees would be taught uncontracted and/or contracted braille by our experienced, specialist braille experts. This would be suitable for all teachers and TAs and could potentially extend to parents and other professionals (purchase 2x 3 hours) - **£408**
- **SEN Adaptations Audit**
Check accessibility for learners with mild sensory impairment. Report and recommendations to ensure your school/setting is Single Equality Act Compliant (purchase 2x 3 hours) - **£408**

Costs

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3 hour sessions can be purchased to achieve delivery.

£204 (3 hrs)

Contact

Melissa.Boxall@babcockinternational.com

Braille Competency in Education Test

NEW

Staff supporting CYP with visual impairments in settings can take a new test designed specifically to meet the needs of educational Braille use. On passing the exam, you will receive a competency certificate. This is the only available test aimed at support staff in settings and is assessed by qualified specialist practitioners.

- Support staff in settings can now demonstrate Braille competency for educational use
- Low-cost, education-focussed test
- Test includes practical educational Braille tasks relevant to classroom practice including Maths Braille
- Certificate issued by the Babcock Sensory Impairment Team – a trusted and respected service with a proven track record of Braille support and knowledge
- Raised outcomes for Braillists in settings



Costs

£55

Contact

Melissa.Boxall@babcockinternational.com

Multi-sensory Impairment

A bespoke time-based support service is provided to schools and settings to offer practical support and targeted strategies, using National Sensory Impairment Partnership (NatSIP) criteria, to deliver services in order to close the gap between multi-sensory impaired and their peers and remove barriers to learning for children and young people (0-25 years) with diagnosed multi-sensory impairments.

The Multi-Sensory Impairment team offers support from teachers with mandatory specialist qualifications in multi-sensory impairment, visual impairment or hearing impairment, skilled Teaching Assistants, Educational Audiologists and a qualified Paediatric Mobility Specialist.

Specialised Assessment and Reporting

- Assessment and support of learners with low level or suspected visual and/or hearing difficulties to close the gap between their attainment and that of their peers
- SEN Audit – Detailed accessibility audits of the school environment, ensuring best practice and preparedness for teaching vulnerable groups
- Functional vision screening of children with suspected visual difficulties
- Examinations access arrangements screening and evidence reports
- Assessment and management of hearing loss
- Quality assurance of amplification systems (radio aids, sound field systems and hearing aids) including reviewing effectiveness of aided hearing
- Acoustic surveys of listening environments and recommendations
- Auditory Processing Disorder (APD)/ Cortical Visual Impairment (CVI) – advice and management
- Specialist communication methods – such as on body signing, signing, braille and symbols
- Aetiology of hearing loss/measurement of hearing/ descriptors of hearing loss
- Emotional health and wellbeing support and training

Strategic Advice

- ICT advice for inclusion
- Input into writing of fire evacuation plans
- Risk assessment advice for trips and off site activities Transition
- Best practice transition advice for vulnerable groups Curriculum Advice
- Delivery of peer awareness across whole schools
- Delivery of curriculum units such as “senses”, SEAL and citizenship with resources and support for teaching staff
- Delivery of communication package across whole school



Costs

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3 hour sessions can be purchased to achieve delivery.

£204 (3 hrs)

Contact

Melissa.Boxall@babcockinternational.com

**Helping
you to
ensure
all pupils
achieve
their
personal
best**



**Specialist expertise
to support pupils
within each area of
need:**

**Cognition and
Learning**

**Communication and
Interaction**

**Social, Emotional
and Mental Health
Difficulties**

**Sensory and
Physical Needs**

The SEND HELpline is available to SENCOs and school/setting staff supporting pupils with SEND, for support on SEND related issues.

Operating in the morning between 8:00 – 9:00 and in the afternoon between 15:30 – 16:30, the helpline will be manned by expert advisers from across our specialist services.

**SEND Helpline
01905 678208**



Safeguarding Children

General Data Protection Regulation	36
Safeguarding Schools and Settings	
Safeguarding Audit	38
Welfare and Attendance	
Attendance Profile	40
Education Welfare	41
Year End Attendance	42



General Data Protection Regulation (GDPR)

Is your school ready to meet its obligations?

The General Data Protection Regulation (GDPR) is new legislation which comes into effect May 2018 and has huge implications for schools in the way they process personal data.

Failure to comply with the GDPR can result in fines up to €20 million, reputational damage, distress to data subjects and compensation claims.

GDPR Solutions for Schools

Babcock Education has teamed up with an experienced public sector data protection consultancy business, to offer schools unique solutions, that will support you through the GDPR journey from preparation to post-implementation.

Levels 1 and 2 – Offer schools peace of mind and reassurance, that they can access quick and essential advice on any ad-hoc data protection issues that may arise, when preparing for the GDPR or post implementation.

Level 1: Light Support Package – £350

- Information and advice (email and telephone helpline) – up to 3hrs
- Termly bulletin relating to topical data protection and GDPR matters and bite size guidance

Level 2: Core Support Package – £860

- Information and advice (email and telephone helpline) – up to 6hrs
- Termly Data Protection support briefings (where schools come together to discuss problems and shared learning)
- Termly bulletin relating to topical data protection and GDPR matters and bite size guidance

**Contact us to discuss which of our GDPR solutions is right for your school:
Prime-schoolservices@babcockinternational.com | 0800 090 2255**

Safeguarding Schools and Settings



Safeguarding Audit

Meet statutory requirements and adopt best practice by conducting a safeguarding audit which will identify non-compliance and areas of weakness that need to be addressed. We will make recommendations where appropriate and help your school to draw up an action plan to make the necessary improvements.

How do you:

- Safeguard your children and staff?
- Audit your safeguarding policies and processes to manage change improvement?
- Identify training needs and maintain Senior Designated Officers at Group 3?
- Identify and ensure whole-school training is carried out?
- Identify and ensure Group 2 and Safer Recruitment Training is carried out?

We can help implement and facilitate management of Safeguarding within your school by providing:

- A 33 point audit to ensure your statutory requirements are being met
- An action plan for corrective and preventative measures
- Help with change improvements. We can provide:
 - Templates and models
 - Group 3 training for Senior Designated Officers and their deputies
 - Whole-school training every three years
 - Group 2 and/or Safer Recruitment Training for governors and heads

This list is not exhaustive.

Safeguarding Review

Bespoke review to focus on a specific area of safeguarding need.

For example:

- Safeguarding files and record keeping
- Single Central Record/recruitment



Costs

Audit package 1:

< 200 NOR **£357**

Audit package 2:

> 200 NOR **£714**

Safeguarding Review:

£179

Contact

Primeedinvservice@babcockinternational.com

Welfare and Attendance





The Profile: In-Depth Attendance Reports

Focus on Attendance: Raise Attainment and Improve Behaviour

The Attendance Profile

- identifies specific areas of concern for particular groups of learners
- supports school senior leadership team in identifying areas for future focus
- demonstrates the effectiveness of attendance strategies



Costs

One Profile **£400**
Three Profiles **£895** (one per term)

Contact

Primeedinservice@babcockinternational.com

Education Welfare

This service supports schools and settings to achieve Government targets for overall attendance and persistent absenteeism.

- Attendance Data Analysis
- Early Intervention Assessment
- Strategic advice on policy, practice and procedure
- Framework completion and/or contribution on behalf of the school
- Education Welfare Officer (EWO) time to address unsatisfactory attendance and persistent absenteeism
- Direct case work with children and parents/carers
- Early intervention casework to address attendance levels causing concern
- Child Employment support
- Family interventions and counselling
- Presenting to year groups short assembly talk, PSHE
- Deliver assemblies, PSHE and group work to encourage and support improved attendance
- Training session for teachers
- Coordinate a robust and effective legal process to address parental responsibility
- Supervision and CPD opportunities for non-teaching and teaching pastoral staff
- Advice and training on the analysis of attendance data
- Signpost families to specialist support services
- Advice and support on best practice for managing registers, improving attendance and reducing persistent absenteeism
- Multi-agency practices to address issues affecting school attendance
- Attendance management audits of register process
- Home Visits
- Attendance sweeps to target priority areas as agreed with the school attendance lead
- Advice and support on school exclusions

Benefits

- Improved emotional wellbeing and ability to engage in learning
- Promotes active involvement of parents
- Improved attainment through better attendance
- Addresses safety and cost involved in teaching staff going off-site

Costs

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3 hour sessions can be purchased to achieve delivery.

£179 (3hrs)

Contact

Primeedinservice@babcockinternational.com



The Profile: Year End Attendance Report

Analyse your data and reflect on your Attendance Management Practice

The Year End Attendance Profile

Following a successful small scale trial and building on the success of the Attendance Data Profile, we are pleased to be able to offer a scaled down, easy to understand and yet comprehensive 12-chart visual representation of your Year End Attendance Data.

The Year End Profile focuses on;

- Whole School Attendance
- Persistent Absenteeism
- Vulnerable Groups (SEN, FSM, PP, EAL, Gender)
- Term Time Absence
- Punctuality
- Unauthorised Absence Code patterns

Benefits

- * Comprehensive and comparative charts
- * Data that supports Ofsted expectations
- * Better understanding of your whole school Attendance Data
- * Additional monitoring evidence
- * Analysis of your vulnerable group data

Ofsted:

- evaluates schools' attendance in comparison to national figures
- expects schools to compare current average attendance with same periods in previous years
- requires schools to take into account differences in attendance between different groups of learners, e.g. vulnerable groups



Costs
£179

Contact

Primeedinservice@babcockinternational.com

Improving Schools and Settings

Better Governor	44
Leadership and Governance	
School Improvement Consultancy	46
National Professional Qualifications	47
Ofsted Readiness!	48
School Improvement Review	49
An External Review of Strategies and Policies	50
Supported Peer Review	51
Headteacher Appraisal	52
Early Years Business Support	53
Governor Services Consultancy	54
Governor Services Annual Subscription	55
External Review of Governance	56
Teaching, Learning and Assessment	
Effective Use of Assessment and Data	58
Primary Assessment Support and Moderation	59
Curriculum Support for Learning	60
Curriculum Audit and Review	61
Subject Consultancy	62
No Nonsense Programme	63
Coaching	64
Newly Qualified Teacher Induction	65
Early Years Foundation Stage	66
Careers Advice and Guidance	67
The Key for School Leaders	68

Business Support Services	
Free School Meals Eligibility Checking Service	70
Finance Consultancy	71
Human Resources	72
DBS Service Checks	73
DBS Plus	74
Strategic ICT Consultancy	75
Online Safety	76
ICT Solutions	77

Be a better governor



What governors and clerks need to know, when they need to know it.

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Access to Better Governor is included as part of the Governor Services Annual Subscription (see page 55 for details)

register now at:
www.bettermgovernor.co.uk

Leadership and Governance



School Improvement Consultancy

Maximise your school capacity to raise standards and improve outcomes for learners through development of self-sustaining school improvement.

We work in partnership with you to understand the context of your school, its specific challenges and needs, to establish coherent development strategies at all levels of the organisation to bring about sustainable improvement.

Our School Improvement Service offers a comprehensive menu of bespoke consultancy and professional development to support whole school improvement and help you achieve your goals.

With changes in inspection and external accountability, our tailored consultancy visits will provide all of the challenge and insight that headteachers and senior leaders value, but offer you the opportunity to set the agenda, ensuring that the focus will be supporting your school to achieve your goals.

Schools and settings across all phases can ensure excellent value from consultancy tailored to your school's needs.

Activities might include:

- Joint monitoring activities such as lesson observations/ learning walks/work scrutinise, learner discussions to validate school judgements
- Staff professional development
- Support with strategic planning and self-evaluation processes
- Planning to raise standards
- Coaching support for aspiring new leaders or to support improvements in teaching and learning



Costs

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3 hour sessions can be purchased to achieve delivery.

£300 (3hrs)

Contact

Prime-Schoolservices@babcockinternational.com

National Professional Qualifications



The Worcestershire
Global Leadership
Academy

Accredited NPQ provider



Department
for Education



Developing leaders to improve outcomes

National Professional Qualification in Middle Leadership (NPQML)
National Professional Qualification in Senior Leadership (NPQSL)
National Professional Qualification in Headship (NPQH)
National Professional Qualification in Executive Leadership (NPQEL)

Do you have what it takes to be an effective school leader?

Find out more about our NPQ programmes:
www.babcockprime.co.uk/NPQs

Ofsted Readiness!

NEW

Are you ready for your inspection?

Ofsted Readiness is designed to support all schools and settings in preparing for their Ofsted visit. It is a package of support that can be tailored to address your needs, to ensure that your school is Ofsted ready.

Support **may include** all or some of the following:

- External quality assurance of the school self-evaluation and improvement plan
- Guidance on how to identify key data trends and identification of key lines of enquiry
- Preparing the monitoring and evaluation evidence base and analysis
- Preparing SLT and Governors for leadership interviews
*Further support for Governors including the Chair/Vice Chair and Committee chairs involved in the process can be accessed through **Governor CPD Training** programme (visit: www.babcockprime/training) and or through **Governor Consultancy***
- **Coaching** support for middle leaders to review evidence base and analysis and prepare for leadership interviews
- School website and policy compliance review
- Managing communications for parents and carers

Package 1 includes:

- Consultancy support to include external quality assurance of the school self-evaluation and improvement plan.
- Preparing the monitoring and evaluation evidence base and analysis.
- Preparing SLT and Governors for leadership interviews.

Package 2: As package 1 plus 6 hours of consultancy time.

Additional support can be purchased to undertake:

- Safeguarding Audit
- Safer Recruitment – **£25** + VAT
90-minute online training to support your teams to make recruitment safe in your school/setting and deliver HR function in line with your statutory responsibilities in 'Keeping Children Safe in Education' (DfE July 2015).

Benefits

- Give head teachers, senior leaders, middle leaders and governors confidence and guidance and will assist in preparing for an Ofsted visit
- Support is provided by experienced professionals with recent Ofsted experience
- Enable you to focus your time, energy and resources in the right areas to achieve success

Costs

Package 1 (12hrs): **£1,200**

Package 2 (18hrs): **£1,800**

Further consultancy support can be purchased

Contact

Prime-Schoolservices@babcockinternational.com

School Improvement Review

NEW

With changes in inspection and external accountability, our visits will provide all of the challenge and insight that headteachers and senior leaders value, but offer you the opportunity to set the agenda, ensuring that the focus will be on supporting your school to achieve your goals.

Our School Improvement advisers will provide a truly objective perspective of your school, in partnership with your senior leadership team. Review package:

- Pre-review meeting to agree focus
- Joint observations of lessons
- Feedback with senior leaders
- Desk-top risk assessment data analysis
- PowerPoint presentation which clearly identifies strengths and areas for development as agreed with SLT

Bespoke consultancy provided by experienced advisers and associate advisers. The focus of visits is negotiated with school leaders to best meet the school's needs.

Package 1: Eighteen hours of consultancy, suitable for schools with less than 200 pupils on roll.

Package 2: Twenty four hours' of consultancy, suitable for schools with 200 or more pupils on roll.

Benefits

- Improve or sustain your Ofsted rating
- Quality assure your self-evaluation
- Develop the leadership capacity of your staff

Costs

Package 1: **£1,800**
Package 2: **£2,400**

Contact

Prime-Schoolservices@babcockinternational.com

An External Review of Strategies and Policies

A bespoke review and external validation of your school's policies and key strategies to support school improvement.

Your school/setting can request a focus on specific policies and/or strategies, whole school evaluation or with a specific focus on core subjects.

Support can include:

- Reviewing the quality of self-evaluation documentation and action planning
- Evaluating the quality of monitoring, evaluation and training schedule
- Providing an external view and recommendations
- Providing exemplar materials
- A review of your school website to ensure that it meets statutory requirements



Costs

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3 hour sessions can be purchased to achieve delivery.

£300 (3hrs)

Contact

Prime-Schoolservices@babcockinternational.com

Supported Peer Review

Supported Peer Reviews are a process which results in a key judgement about the extent to which the team can uphold a school's own self-evaluation.

This sustainable approach to school improvement is for all schools, particularly those on a journey to excellence.

A School Improvement Adviser can support schools to work in partnership within a small group to self-evaluate, celebrate, challenge, support and learn together, provide training to the review team to guide them through the process, help them use and apply 'tools', plan the review, facilitate meetings and deal with unforeseen issues that may arise:

Level 1: Peer review training and documentation (12hrs)

Level 2: Documentation, peer review training and consultant at one peer review (18hrs)



Costs

Package 1: **£1,200**

Package 2: **£1,800**

Contact

Prime-Schoolservices@babcockinternational.com

Headteacher Appraisal

In maintained schools, academies and free schools, governing boards have a statutory duty to appoint an external adviser for the Headteacher/Principal appraisal process.

Our advisers have the skills, experience and objectivity to provide the level of support and advice required to ensure a robust Headteacher Appraisal process.

The four and a half hour session provides:

- pre-visit preparation
- on site meetings with the headteacher and appointed governors to facilitate a 3 hour review meeting and setting objectives
- agree monitoring arrangements
- post-visit drafting of review statement and agreed objectives



Costs

£450

Contact

Prime-Schoolservices@babcockinternational.com

Early Years Business Support

NEW

Support is available for all schools, governing bodies, pre-school committees, nursery managers and owners, childminders. Consultancy delivered by our Business Support Officer, who has a wealth of knowledge and experience in business management in the Early Years and Childcare sector.

Support for business managers, head teachers or governing bodies ensuring pre-school provision is sustainable and profitable or advice and support in providing pre-school or after school provision to support school viability and children's outcomes.

Ensuring systems and policies are put in place to maximise the sustainability and high quality of an early years or out of school setting that meets legal requirements including Ofsted.

Ensure policies and procedures support good business practices, planning for future success, creating easy monitoring systems, financial viability and stability.

Bespoke support is available to meet your specific requirements, for example:

- Setting up or taking over pre-school or after school care
- Business planning
- Business re-modelling
- Increasing your occupancy
- Nursery Education Funding
- Sustainability issues, setting fees, debt management, financial systems
- Exploring marketing and the childcare market
- Reviewing business policies to maximise effectiveness
- New manager support



Costs

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3 hour sessions can be purchased to achieve delivery.

£250 (3hrs)

Contact

Catherine.Shotton@babcockinternational.com

Governor Services Consultancy

Specialist support, advice and guidance for Governing Boards is provided by experienced trainers and facilitators who have in depth knowledge of governance and leadership to support the work of the Governing Board.

The Effectiveness of the Governing Board

We can provide consultancy to help improve the effectiveness of the Governing Board.

- Monitoring and Evaluation
- Governor Visits
- Ofsted Ready!
- Governor Self Evaluation
- Working with the Clerk – Effective Clerking
- Governor Self Evaluation
- Headteacher Appraisal (Governor Review Panel)
- Ofsted Framework

Effective Leadership and Management of the Governing Board

- Working with the Head Teacher/Working with the Clerk
- Leading and Managing the Governing Body

Effective Clerking

- Taking effective minutes
- Preparation for Clerks Accreditation
- Working with the Chair/Head Teacher/Governors
- Being Ofsted Ready



Costs

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3 hour sessions can be purchased to achieve delivery.

£255 (3hrs)

Contact

primegovernorservices@babcockinternational.com

Governor Services Annual Subscription

- Helpline support, advice and guidance from experienced governance advisers
- Inclusion in Clerks' mailings
- Weekly Governor Alert mailings providing governors with a brief update on recent news
- Termly Newsletter
- Secure login for each governor to the Babcock Prime Governor Services Webpage; allowing governors to download governance related materials, guidance documents, policy templates, and more.
- Access to the premium content of **Better Governor** – worth £199
- Updates on changing legislation and policy which may affect your school and role as a governor
- Access to discounted comprehensive governor training and development programmes
- The option to purchase 11 monthly editions of the Bristol University Document Summary Service at a discounted rate
- New Governor Induction pack and new clerk to governors Welcome Pack downloadable from the Governor Services website

Additional Services

- Bespoke Governor Training for a Governing Board, MAT/ MAC or cluster of schools
- Comprehensive training and development programme



Costs

£250

Contact

primegovernorservices@babcockinternational.com

External Review of Governance

Following an Ofsted requirement for an external review of governance, we offer a consultancy service to audit the effectiveness of governance and provide support for the Governing Board to ensure they meet their 3 core strategic functions.

The External Review of Governance identifies areas for development and provides guidance on how these can be achieved and improved on in relation to Ofsted inspection criteria.

The objective of the review, when recommended by Ofsted, is to enable the school or setting to move from a judgement of 'requires improvement' to at least 'good' at the next inspection. For schools/settings with a judgement of 'inadequate' the objective is initially move to 'requires improvement' and then to at least 'good'.

This review can be purchased by any school, at any time.

Package 1 is 2.5 days consultancy time

Package 2 is 3 days consultancy and includes a 3 hour follow up, progress review of the action plan after three months



Costs

Package 1: **£1,275**

Package 2: **£1,530**

Contact

primegovernorservices@babcockinternational.com

Teaching, Learning and Assessment



Effective Use of Assessment and Data

Bespoke consultancy to support and challenge on best use of assessment of pupil progress and attainment in life without levels.

Package 1: Evaluation of present assessment systems and recommendations for improvement

Package 2: Support to enhance the accuracy and consistency of teacher assessment

Package 3: Workshops for staff and senior leaders on specific strategies and accuracy of assessment

Package 4: Review and evaluation of assessment systems in partnership with SLT

Package 5: Support to make best use of performance data to inform self-evaluation.



Costs

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3 hour sessions can be purchased to achieve delivery.

Package 1: **£255** (3hrs)

Package 2: **£255** (3hrs)

Package 3: **£255** (3hrs)

Package 4: **POA**

Package 5: **POA**

Contact

Prime-Schoolservices@babcockinternational.com

Primary Assessment Support and Moderation

All non-maintained schools are required to comply with national assessment arrangements as part of their funding agreement. This includes monitoring of tests and moderation of teacher assessments. Non-maintained schools must select a service provider for Key Stage 1 and Key Stage 2 monitoring and moderation activities as there is a statutory responsibility to ensure a provider is in place.

KS1 or KS2 Assessment Support Package (Primary, First and Middle Schools)

- E-mail and telephone access to a team of advisers able to give advice relating to assessment including teacher assessment and statutory testing
- Advice on the Phonics Screening Check and P Levels
- Monitoring of KS2 tests
- Advice on teacher assessment of writing for Year 6

Primary Assessment Support Package

This package incorporates both the Key Stage 1 and Key Stage 2 Support (as outlined above)

Moderation Packages

This can be added to the cost of the Key Stage 1, Key Stage 2 or Primary Assessment Support package if your school is selected for a moderation visit.

Key Stage 1 Moderation Package includes:

- Half-day moderation visit to the school by an assigned moderator(s) to verify teacher assessment judgements
- A brief written report and suggestions for next steps

Key Stage 2 Moderation Package includes:

- An assigned moderator(s) and a moderation visit to the school to verify teacher assessment
- A brief written report focused on judgements in writing and suggestions for next steps



Costs

KS1 or KS2 Assessment Support Package (please choose KS1 or KS2 at time of purchase): **£147**

Primary Assessment Support Package: £279

Key Stage 1 Moderation Package and Key Stage 2 Moderation Package:

- 0-320 NOR by Key Stage (1 assigned moderator) - **£422**
- 321-450 NOR by Key Stage (2 assigned moderators) - **£753**
- 451 or more NOR by Key Stage (3 assigned moderators) - **£1,083**

For MATs of 5 or more schools, a 5% discount will be applied

Contact

Jane.Howard@babcockinternational.com

Spotlight on Training and Conferences

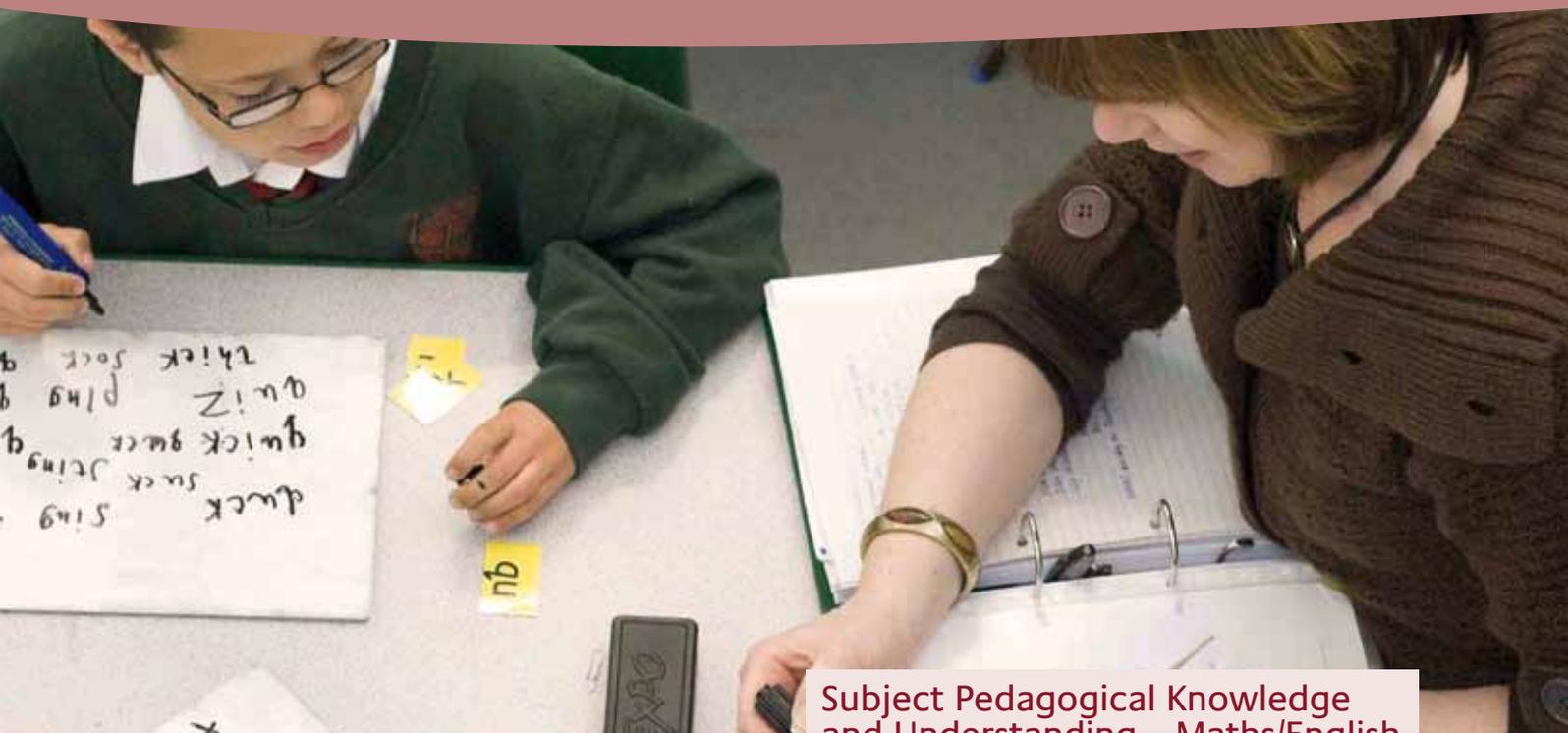
A range of support and training is available to cover statutory assessment in Y2 and Y6 and in-school assessment for all year groups. This includes:

- Supported moderation for Y2 and Y6 statutory teacher assessment
- Moderation support for school and clusters of schools in any year group
- Publication and web based resources (Children as Evidence in Maths and Assessment of Writing – part of No Nonsense Literacy)
- 2018 Assessment updates for KS1 /KS2

Visit CPD online for assessment and moderation training:

<https://cpd.babcockprime.co.uk>

Curriculum Support for Learning



School Improvement advisers and associates offer up-to-date guidance and support to enable schools and settings to develop and enhance their understanding of how children learn and the most effective ways to support learning. The work of the advisers is underpinned by current research and the teams are actively involved in research projects and publication.

One of the characteristics of effective CPD, which has an impact on pupils, has been identified as being the use of specialist, external expertise. We can offer the specialist expertise in a number of core and foundation subject areas.

For further details of curriculum training visit: www.babcockprime.co.uk/training for the latest training directory and information on scheduled CPD.

Subject Pedagogical Knowledge and Understanding – Maths/English

Primary English and Mathematics courses are available for schools or groups of schools. These courses include:

- Rapid Reading
- Every Child Counts Programme

Refer to the training directory or purchase bespoke consultancy for whole school delivery.

Intervention – Maths/English

Training programmes, developed with teachers and teaching assistants through action research, are available to support flexible interventions.

The training for these interventions can be delivered to individual schools or clusters of schools. Refer to the training directory or purchase bespoke consultancy for whole school delivery.

Programmes currently offered include:

- Numbers Count, Y1 to 3 and Y4 to Y9
- Talk 4 Number, Y3-Y4
- Success at Arithmetic: number sense Y3 to Y5
- Success at Arithmetic: calculation Y5 to Y8

Curriculum Audit and Review

We can undertake an objective review of your school's curriculum to evaluate whether it is effectively meeting the learning needs of all pupils in core and foundation subjects.

We can provide a whole school review or a focus on specific areas. The focus of the Curriculum Audit and Review will be agreed with your school and could be either a whole school review or targeted on a specific area of focus. The review could include:

- Analysis of curriculum strengths and areas for development
- Interviews with middle leaders regarding curriculum change and transition
- Interviews and/or surveys with pupils regarding engagement and challenge in their lessons
- Scrutiny of pupils' work across key stages and curriculum areas
- Observations or learning walks in specific curriculum areas
- Workshops and/or individual support to curriculum areas on resources to engage and challenge all learner types

Benefits

- Confidence that curriculum meets government expectations
- Improved outcomes for pupils through improved levels of engagement and challenge
- Renewed energy and interest to identified areas of curriculum
- Assured pupil progression across key stages
- Support identification of priorities

Costs

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3 hour sessions can be purchased to achieve delivery.

Minimum 6hrs required **£510**

Contact

Prime-Schoolservices@babcockinternational.com

Subject Consultancy

Schools can choose from a range of bespoke support visits to improve progress and attainment in specific curriculum subjects and develop pedagogical knowledge and understanding. The focus of the Subject Consultancy will be agreed with your school.

Consultancy may cover:

- Practical advice and guidance on developing aspects of effectiveness
 - Developing questioning
 - Using assessment for learning
- Mentoring subject coordinators and new or non-specialist teachers
- Enhance the quality of practical activity
- Provide ongoing professional development for teachers

Benefits

- Improve achievement
- Narrow the pupil premium gap
- Improve the quality of teaching and learning
- Develop the leadership capacity of staff
- Secure sustainable improvements

Costs

£255

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3 hour sessions can be purchased to achieve delivery.

Contact

Prime-Schoolservices@babcockinternational.com

Subject Leadership Network Meetings

Termly half-day subject leader network meeting to provide topical issues, national policy and local updates related to specific subject areas.

These meetings are a valuable opportunity to network with colleagues from other schools and subject experts and share leading practice.

Visit CPD online for scheduled network meetings and to book your place:
<https://cpd.babcockprime.co.uk>

No Nonsense Programme

Specifically Designed For The New National Curriculum

Training is available to support the effective use of these programmes. To register your interest in training email: Jane.Howard@babcockinternational.com

The NO NONSENSE programme was devised to offer teachers a comprehensive yet accessible progression in the teaching of spelling, grammar, literacy and number facts. Guidance, rather than prescription, is provided on how to teach the strategies, knowledge and skills pupils need to learn.



The AWARD-WINNING spelling programme developed for the New Curriculum

A no-nonsense straightforward approach to spelling for Years 2-6.

The programme breaks down the curriculum requirements into termly overviews with individual lesson plans and resources.

£225

No Nonsense
Spelling

New for 2017 are 2 No Nonsense Literacy resources: No Nonsense Literacy Teaching Sequences is a series of detailed learning activities written around high-quality suggested texts that model effective and exciting writing. **£165 + VAT**

No Nonsense Literacy Assessment for Writing is designed to support teachers in making accurate, evidence based assessments of writing across KS1 and KS2

£180 + VAT

No Nonsense
Literacy

- Covers Years 1 – 6
- Grammar is taught in context and PDFs of exemplar texts are supplied on a USB stick.
- Progressive and diagnostic assessment links assessment objectives to the new performance descriptors
- Covers all strands of the new Grammar Curriculum

£250

No Nonsense
Grammar

No Nonsense Number Facts provides teachers with a coherent programme for supporting fluency in number facts in line with the aims of both the national curriculum and teaching for mastery. This pack enables you to implement an effective number facts programme for Years 1 to 6

£245 + VAT

No Nonsense
Number Facts

To find out more contact your local educational consultant today for further details, to arrange a visit or to place an order:

01865 312244

feedback@raintree.co.uk

Coaching

Personalised coaching is available to secure professional development for teachers across all phases at any stage in their professional career.

There is strong evidence to suggest that coaching has a positive impact for change in schools. Coaching identifies clear outcomes for the individual, what went well and how to move forward.

Coaching is a valuable strategy that can help to secure improvements in teaching and learning and also support leaders in developing their leadership skills.

We offer a range of coaching packages. This may include:

- Whole School Training on Embedding Coaching as a Professional Development Strategy
- Individual coaching in the classroom to secure improvements in teaching and learning. (Good – Outstanding) (Requires Improvement – Good)
- ‘Real Time’ coaching for teachers in the classroom.
- Coaching to secure effective Leadership and Management of middle leaders, subject leads or phase leads
- Supporting Peer Coaching in Schools

Package 1: 3 hour whole school training on developing a coaching strategy to support improvements in teaching and learning and sustainable change.

Package 2: Package 1 plus minimum 6 hours of bespoke coaching support to address school need

Package 3: Bespoke coaching for individual or pair of teachers. Minimum 6 hours coaching support.

Benefits

- Enhance the quality of provision and support better outcomes for pupils
- Develop teachers’ pedagogical knowledge and understanding
- Support teachers in meeting the statutory Teachers’ Standards

Costs

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3 hour sessions can be purchased to achieve delivery.

Package 1:

Up to 20 delegates – **£691**

More than 20 delegates – **£POA**

Package 2:

£POA

Package 3: Minimum of 6 hours **£510**

Contact

Prime-Schoolservices@babcockinternational.com

Newly Qualified Teacher Induction

As the appropriate body, on behalf of the Local Authority, we have the experience and expertise to provide Newly Qualified Teacher (NQT) induction services for all schools, across all phases, including Academies, Multi-Academy Trusts, Independent Schools and Sixth Form Colleges.

- Registration of an NQT
- Reporting the status of your NQT to the National College of Teaching and Leadership
- A 'Welcome Information' pack explaining the induction support and development activities available for NQTs. Guidance materials for Induction Tutors, Subject Mentors and NQTs
- Opportunity to attend our NQT Welcome Meeting
- An electronic Professional Development Portfolio providing the framework for monitoring and tracking NQT development
- Quality Assurance of termly assessments relating to NQTs' progress
- NQT induction help-desk support to answer your queries and induction questions
- Discounted attendance at Babcock Induction Tutors Course and Annual Conference for NQTs
- Access to a wide variety of high quality NQT learning and teaching sessions
- Support for the school in the event of formal complaint or challenge about a school's assessment or judgment
- Support by telephone or email in the first instance, if NQT is underperforming following termly assessment or one visit, if appropriate, which will be free of charge
- Additional support visits can be purchased at an additional cost

Benefits

- Improve effectiveness
- Improve confidence and ability of NQT
- Quality Assurance
- Expert advice and guidance in all aspects of managing and supporting NQTs in your school
- Access to a wide range of NQT related Professional Development sessions
- Access to the Professional Development Profile

NQTs who have attended previous conferences and CPD sessions have said:

"Thank you for making me feel human again and giving me amazing ideas"

"Creativity and passion for teaching – a reminder of why I came into the profession"

"Great ideas taken from CPD sessions to put into practice and remember"

"Very informative and beneficial course, I will take a lot from the day"

Feedback from the Induction Tutors course have included:

"Just about to carry out a lesson observation, so feel ready for that now."

"Great to discuss the role with other Mentors"

Costs

3 Terms (up to 2 NQTs): **£346** per NQT
(**£77** for each additional NQT)

2 Terms: **£260** per NQT

1 Term: **£189** per NQT

Contact

Sarah.Read@babcockinternational.com

Early Years Foundation Stage

Support for all schools in the Early Years Foundation Stage, Reception, Nursery and Governor run pre-schools.

- Detailed analysis and interpretation of EYFS profile data, trends and school context to inform provision.
- Supporting early years in the journey from Good to Outstanding.
- An audit of early years practice and provision to inform your SEF.
- Creating effective and inspiring indoor and outdoor provision.
- Quality assurance visits by a Lead EYFS consultant/ moderator.
- Differentiated and bespoke support for teachers new to EYFS
- Telephone and email contact with EYFS support

Benefits

- Improve or sustain your Ofsted judgements
- Develop the leadership capacity of your staff
- Improve outcomes for pupils
- Develop knowledge and skills of all adults working in EYFS to meet the needs of children

“Your training mornings have allowed me to see the job (EYFS Lead) in much more manageable chunks and has been very practical and realistic.”

Sheila Handy, Astwood Bank

Costs

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3 hour sessions can be purchased to achieve delivery.

£255 (3 hrs)

Contact

Gill.deakin@babcockinternational.com

Careers Advice and Guidance

High quality independent careers advice and guidance delivered by Level 6 qualified Careers Advisers. Bespoke and impartial guidance to young people on a one to one or group basis.

Our highly experienced Careers Advice Team help young people to identify opportunities and pathways open to them when making decisions about their futures.

A named Careers Adviser will deliver a bespoke service according to your needs.

- Students are supported to make well informed, realistic decisions through 1:1 guidance interviews (30-45 mins). This could include young people unable to access the service in school or educated off site.
- Follow up interviews to review progress and provide further advice and guidance as required.
- Targeted support for vulnerable students such as those at risk of NEET including support during school holidays
- SMART Action Plans for each student detailing the pathway to their chosen career and signposting to additional sources of information and support.

Workshops: Small or class size groups, supported by a staff member, on a variety of topics which could include post 16 options, specific vocational areas, employability skills, local employment opportunities and alternatives to higher education

- Tailored support to cover absences or when additional resources are required

Delivery can be one to one, groups, workshops or talks on specific career related topics.

“I wanted to write and thank you for the service provided. The advisers were enthusiastic, professional and great at interacting with the young people.”

Head of Careers, Engineering UK

“Just thought I would drop you a note to say how valuable I think the careers service is.

I have made a couple of referrals into the service and have received a prompt response.

The students are finding this service invaluable in supporting them to map out their post-16 routes and options.”

Head of Year 10/LAC Co-ordinator; Arrow Vale RSA Academy

Costs

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3 hour sessions can be purchased to achieve delivery.

£150 (3 hrs)

Contact

CareersAdviceTeam@babcockinternational.com



The Key

for School
Leaders

The Key for School Leaders is the national information service that provides busy school leaders with instant answers to questions on all aspects of managing a school.

- 3,500+ online articles, with information and resources on all aspects of school leadership
- 1,000+ examples of school policies, plus policy checklists
- Downloadable template forms and reports
- Case studies from our teaching school partners
- QuickReads summarising new government policies and legislation
- School leader planners and checklists
- Our unlimited 'Ask the expert' service
- Help with preparing for Ofsted inspections
- An interactive online calendar of important dates
- Evidence Digests summarising research into different teaching and learning strategies
- News briefing weekly emails and need-to-know alerts

The Key supports all members of the senior team, including the headteacher and assistants/deputies, school business manager, department heads, special educational needs co-ordinators and others.

Members can also benefit from discounts on other services and products from The Key.

1 years membership of the Key for School Leaders runs from:
1/04/18 – 31/03/19 for maintained schools
1/09/18 – 31/08/19 for non-maintained schools



Costs

Order The Key via e-Store by 16/04/18 (maintained schools) or 15/09/18 (non-maintained schools) in order to receive 15% discount on the standard rate.

e-Store: www.babcockeducationstore.co.uk/prime

No of Pupils	Key SL Rate Card	Key SL 15% Discount
1-100	£530	£450.50
101-200	£595	£505.75
201-400	£675	£573.75
401-600	£810	£688.50
601-900	£1,000	£850
901-1500	£1,125	£956.25
1501-2000	£1,235	£1,049.75
2000+	£1,545	£1,313.25

All prices exclude VAT

Business Support Services



Free School Meals Eligibility Checking Service

Streamlining your Free School Meals (FSM) checking process saving you valuable time and resources.

This service offers a seamless, efficient subscription service to check eligibility of students for FSM in non-maintained schools and settings.

Simple initial form for parents and carers to complete with just National Insurance Number (or National Asylum Support Reference Number), surname and date of birth.

- No need for schools to check through the applicant's DWP benefit award notice or HMRC paperwork.
- With swift online checking the whole process is much faster and provides real-time information
- We liaise with the Department for Education's Eligibility Checking Service (ECS) to verify the pupils that are eligible for FSM and provide confirmation back to you
- We will do this for you every term to capture changes in family circumstances that may affect eligibility for FSM
- We can also undertake individual checks for you as and when required
- The whole process is confidential. Parents and carers sign their form to give us permission to verify their application for FSM. The DfE Eligibility Checking Service is a secure system that only provides 'true' or 'false' eligibility results, ensuring all personal information remains confidential

Benefits

- Save time
- Save resource
- Maximise Pupil Premium

Costs

1-50 NOR - **£97**
51-220 NOR - **£230**
221-440 NOR - **£383**
441-550 NOR - **£434**
551+ NOR - **£765**

Contact

Primefreeschoolmeals@babcockinternational.com

Finance Consultancy

A remote service suitable for standalone academies or multi academy trusts covering all aspects of financial planning, management and reporting.

Helpdesk support for calls and email queries such as:

- budgeting, building long term projections and making reasonable assumptions
- accounting and reporting issues
- advice on period end procedures
- preparation for year end
- ensuring robust internal controls

Electronic tools and templates including:

- budgeting, building long term projections and making reasonable assumptions
- accounting and reporting issues
- advice on period end procedures
- preparation for year end
- ensuring robust internal controls

Regular newsletters on national issues and deadlines

Benefits

- Achieve best value from budgets
- Compliance to EFA requirements

Costs

Standalone academy **£1,300**

Multi academy trust – multi buy savings available – **POA**

Contact

Jackie.redknap@babcockinternational.com

Human Resources

High quality sector specific professional HR support for your leadership team and governing board, enabling you to manage HR issues effectively and pro-actively. Our flexible SLA options provide resources, advice, support and consultancy on all aspects of employing and managing staff.

We offer a flexible choice of three different SLA options:

Information and Resources SLA

Access to a wide range of web-based sector specific policies, guidance and other resources to save you time and effort, as well as keeping you informed and up to date with HR issues within a school or setting context.

Policies and documents are regularly reviewed and updated to ensure they remain relevant and timely.

Remote Services SLA

As well as access to information and resources this SLA also provides telephone and email access to our highly experienced and knowledgeable HR advisers who are able to support you in managing complex and challenging people management issues. Our advisers are skilled at providing insight and strategies for dealing with a range of HR issues offering workable and tailored solutions that minimise the risks to your school/academy.

This service also includes our Information and Resources package providing you with access to a wide range of high quality and sector specific web-based resources and guidance documents.

Comprehensive HR SLA

In addition to the features included as part of the remote service SLA, the comprehensive HR SLA also includes a named HR Consultant for your school to provide more in depth support on complex, strategic and reactive people management issues. This includes onsite support e.g. at investigation hearings etc.

The comprehensive HR SLA is for the main activity of the organisation and does not support other functions such as extended services or other additional activities that you may be undertaking.

Occupational Health (Only available when purchased in association with our Comprehensive HR or Remote Services SLAs)

Unlimited pre-employment medical screening questionnaires

- Access to support with attendance data; its use and management
- Support with cases of alcohol, drug and substance abuse
- Unlimited management referrals for prognosis and support with cases of regular short-term absence, long-term absence, potential absenteeism or other health issues
- Recommendations regarding possible ill-health retirement
- Advice and recommendations regarding reasonable adjustments and any implications of the Equality Act 2010 for individual employees
- Recommendations regarding workplace reintegration following absence, e.g. phased return

Benefits

- Peace of mind
- Minimise risk of employment disputes and associated costs
- Keeping you informed and updated

Costs

Information and Resources SLA

Annual Subscription - **£499**

Remote Services SLA

Up to 250 NOR - **£1,757**

251 - 500 NOR - **£2,177**

501 - 750 NOR - **£3,022**

751 - 1000 NOR - **£3,868**

1001 - 1250 NOR - **£5,137**

1251 - 1500 NOR - **£6,077**

1501+ NOR - **£7,010**

Specials - **£3,022**

Comprehensive HR SLA

(Max hours of entitlement)

Up to 250 NOR - **£2,220** (14)

251 - 500 NOR - **£2,790** (18)

501 - 750 NOR - **£3,860** (25)

751 - 1000 NOR - **£4,856** (31)

1001 - 1250 NOR - **£6,425** (41)

1251 - 1500 NOR - **£7,530** (50)

1501+ NOR - **£8,704** (57)

Specials - **£3,860** (25)

Occupational Health

Up to 250 NOR - **£461**

251 - 500 NOR - **£692**

501 - 750 NOR - **£1,157**

751 - 1000 NOR - **£1,619**

1001 - 1250 NOR - **£2,313**

1251 - 1500 NOR - **£3,003**

1501+ NOR - **£3,696**

Specials - **£1,157**

Contact

EduHRSales@babcockinternational.com

Disclosure and Barring Service Checks

Our online DBS system provides an efficient and prompt checking service meaning staff can be available for work much quicker without the need for expensive support or supervision arrangements.

Benefits

- 100% online: no paper forms to check
- No postal delays or costs: DBS forms are sent securely online
- Fast service: we pass applications to the DBS the same day you approve them
- Easy to use: includes Freephone help for applicants and organisations
- Real-time updates: view the current status of DBS checks online
- Results back quicker: email alert for result notification
- No laborious checking of application forms.
- Eliminates errors on applications

Costs

£7.75 administrative charge (payable in addition to standard DBS fee)

Contact

EduHRSales@babcockinternational.com

Disclosure and Barring Service Plus

An enhancement available for our customers who only purchase our DBS checking service providing extended advice and guidance on wider recruitment and pre-employment issues.

Telephone and email advice and guidance on recruitment and pre-employment issues, e.g. single central record, overseas police checks, right to work, certificate of sponsorships, references, qualifications, qualified teacher status (QTS), prohibition checks.

Additional website resources to supplement the above advice and guidance.

Annual single central record health check which will review the status of the relevant document to ascertain whether the records meet the current 'Keeping Children Safe in Education' guidance and giving recommendations on improvements, if necessary.

No additional charge for external validation checks which are required when an individual has insufficient ID to satisfy requirements under route 1.

Benefits

Assists schools in meeting:

- safer recruitment and pre-employment statutory guidelines
- Ofsted safeguarding requirements
- other legal recruitment requirements, e.g. Right to Work

Costs

£199

Contact

EduHRSales@babcockinternational.com

Strategic ICT Consultancy

A strategic review of your school's current ICT provision and computing practice and determine how best to use ICT to support all aspects of the school's improvement.

To carry out an independent review of your school's current implementation and use of ICT across the curriculum and the effectiveness of the teaching of computing/ICT.

Working with the leadership team and key members of staff to undertake a thorough review of ICT across the school with a focus on key areas as identified in the school development plan.

This SLA consists of consultancy support and the production of a detailed report including clear recommendations for enhancing ICT in the school.

"The brief was to understand current ICT systems and policy for both administration and teaching and learning and then to make recommendations as to the best way forward.

The review was undertaken in a highly professional and sensitive manner and the executive report and recommendations were concise, incisive and extremely useful in terms of moving the trust and individual schools forward.

The recommendations have been welcomed by IT staff, leaders, teachers and support staff generally."

Geoff Pettengell, Executive Headteacher, Shrewsbury Academies Trust



Costs

POA

Contact

donna.holloway@babcockinternational.com

Online Safety

Consultancy and training package to support schools in meeting the national requirements for online safety as part of the Safeguarding agenda and ensuring that children are safe in their use of ICT.

Consultancy advice, support and guidance for senior leaders and training for teaching staff to provide children with a safe environment for learning.

The online safety aspect of safeguarding requires:

- Regular updating of online safety policies and AUP
- Review of the online safety procedures and guidance
- All staff are up to date with CPD in online safety
- Appropriate and effective filtering systems are in place
- Methodology for monitoring of children's online activity can be demonstrated
- Appropriate monitoring strategy is embedded in the school, informed by the school's risk assessment
- Reporting and active management of issues logged by the senior leadership team

Also for consideration:

- Level of filtering and control vs educating children
- Age appropriateness of the filtering and monitoring
- BYOD (Bring Your Own Device) and implications with filtering and monitoring
- Ongoing CPD for staff as technology evolves

Level 1:

- Online safety audit of the school's policies, procedures, monitoring and filtering systems
- A report with recommendations moving forward
- Access to sample policies
- One-hour training session to update all staff on the findings of the report and the new guidance

Level 2:

- Silver package as above plus
- One-day (or two half-days) support on online safety*
**The focus can be on policies, embedding online safety in the curriculum, effective use of social media, staff CEOP training, parents' online safety workshops, student training on AUP, handling data safely, empowering students to be online safety ambassadors.*

Monitoring Package – Future Digital monitoring software

The use of technology is now a significant component of many safeguarding issues including: radicalisation, child exploitation and sexual predation. The guidance calls for all schools to employ effective online safeguarding mechanisms in order to empower children and safeguard them against online danger. Compliance will now be inspected as part of Ofsted's Common Inspection Framework.

We can help your school to get ready to fulfil KCSiE's statutory mandate and ensure that the students in your care are safeguarded while they are using your ICT.

Benefits

- Easy-to-use and intuitive
- Instances of risk are easily identified

Costs

Level 1: **£684**

Level 2: **£1,476**

Monitoring Package

Price starts at **£250** for the software + **£2** per pupil. Installation and training provided for your school at a cost of **£407**

Contact

donna.holloway@babcockinternational.com

ICT Solutions

Computing Curriculum

- Understanding and teaching computing for progression, building on from prior learning and assessment in computing.
- Developing detailed schemes of work in Computing
- Getting you Computing – ready for Ofsted
- Staff training on teaching Computing at KS1, KS2 and KS3/4
- Ensuring effective leadership of Computing
- Tablet Technology and handheld strategy and training, enhancing learning and teaching and strategy in tablet technology
- Interactive and innovative use of Whiteboards: Smart or Promethean (beginner/advanced)
- Support on specific Computing software e.g. Scratch, Python.

MIS Strategic Consultancy

To carry out an independent review of your school's current implementation and use of MIS across the school and the effectiveness of the use and management of data:

- Ensures appropriate recording, managing and reporting of information
- Production of accurate data to inform decision making and school planning
- Effective development of Management Information Systems

donna.holloway@babcockinternational.com
0800 073 4444 (extension 834 053)

SIMS Service Desk Support

Specialist application support on SIMS, FMS, Discover and SOLUS.

- Advice and guidance from SIMS professionals to help you make the most effective use of your system
- Fully managed upgrades at a time that is convenient for the school
- Access to technical expertise to resolve issues

teresa.scoble@babcockinternational.com
0800 073 4444 (extension 834 102)

Whole-school solutions of integrated technical support, data services and curriculum consultancy that can help transform the way in which pupils learn. Not only can we support you in the delivery of your computing curriculum provision, we can help ensure your school's ICT is up-to-date as well as provide support to ensure online safety and compliance.

Encompass Curriculum Solution

Encompass provides the school with a 'start from fresh' ICT solution, avoiding the need for more complex overlay software and operating systems. Existing equipment that meets the Encompass specification will be refreshed with a new system configuration.

Managed ICT Service

A fully managed service either to support a school's existing ICT system, or complement the Encompass Curriculum Solution.

- Commissioning and installation services
- Regular system updates ensuring applications are up-to-date
- Unlimited remote and on-site technical support
- Encrypted secure offsite backup

Online Backup

- Provides peace of mind that backup is encrypted and held securely and safely off site in line with DfE best practice
- Easily retrievable data providing access as far back as required by the school
- Saves time in school with no need for manual backups or tape changes
- Fully automated and managed service with built in automatic alerts

Technical Support

Provides a full range of remote and onsite technical support for non-SIMS related issues, delivered by a team of skilled engineers, maximising the availability and development of the school's ICT infrastructure.

Office 365 and Sharepoint

The setup, installation, training and consultancy for any aspect of Office 365 including, for example, email and SharePoint.

- Anytime, anywhere access from any device with an internet access
- Access to significant free storage in OneDrive for Business and mail box capacity
- A SharePoint collaborative environment for students, teachers and admin staff to communicate and share resources
- No monthly or annual subscriptions – just a one-off price to get you started thus reducing the ongoing cost for the school
- Use of teaching and learning tools such as OneNote, Sway etc.
- New feature of Microsoft Classroom

lorna.higgs@babcockinternational.com
0800 073 4444 (extension 834 093)

Service Information

Service Information

Babcock Prime brings together a range of professional expertise in educational improvement, enrichment and inclusion services to support improved outcomes for children and young people.

Babcock Prime works with schools and settings, Worcestershire County Council and other local authorities (LA) and with a range of regional and national bodies. Our single integrated service enables us to understand more fully the needs of customers and to deliver the best services to meet those needs.

Quality of service provision

As a provider of services to schools, we aim to:

- Ensure a high level of satisfaction
- Work in partnership with schools to develop services that are efficient, effective and valued
- Listen and respond to customer feedback

Customer feedback

We want to ensure all of our services meet the needs and expectations of schools and settings. For this reason, we urge you to get in touch with any comments, praise or complaints you may have with any of our services so that we can work to continuously improve our offer. Our aim is to become the educational partner of choice for schools and settings.

For all comments, please contact our Regional Manager Liz Holt, in the first instance, so that queries or concerns can be resolved through a single point of contact:

Liz.Holt@babcockinternational.com

Meet with us

In addition to the directory, we would like to offer a Babcock Prime representative to meet with you to help inform your work and to answer questions about the services offered. The objective is to ensure all of your Babcock Prime service requirements are efficiently commissioned.

To arrange an appointment please contact Mark Ballett, Traded Services Manager: call 0800 090 2255 or email **Mark.Ballett@babcockinternational.com**.

Further information and service specifications are provided on the website:

www.babcockprime.co.uk

Service costs and payment

Subscriptions and packages of support

All annual subscription(s) and packages should now be purchased through the Babcock Prime e-Store at: **www.babcockeducationstore.co.uk/prime**.

If you have forgotten your password, please click on 'forgotten password' on the login screen.

If you have any queries, please call 0800 090 2255 or email:

Prime-SchoolServices@babcockinternational.com

Prices exclude VAT.

Information in this directory is correct at time of going to print.

Number on Roll

Where prices are dependent upon the number of pupils on roll (NOR), the data will be taken from the latest local authority NOR data.

Terms and Conditions

Terms and conditions are applicable to all orders and must be read and accepted as part of the ordering process. A copy of the terms and conditions is available upon request from:

Prime-SchoolServices@babcockinternational.com

Additional Purchases

Schools and settings that wish to vary their service provision i.e. buy an additional service or increase the level of an existing service can do so via the e-Store:

www.babcockeducationstore.co.uk/prime.

Bespoke Training

This can be delivered in school or an establishment of your choice.

Academies

Schools that transfer to academy status can contact Mark Ballett, Traded Services Manager, to discuss variations to provision. **Mark.Ballett@babcockinternational.com**.

MATs and Federations

MATs and Federations may also purchase services through the e-Store. All federations can set-up an account.



Babcock Prime

Unit 1 Woodbury Lane
Norton
Worcestershire
WR5 2PT

Website: www.babcockprime.co.uk

Traded services email: prime-schoolservices@babcockinternational.com

Traded services phone: 0800 090 2255

e-Store: www.babcockeducationstore.co.uk/prime